97th Congress
2d Session } HOUSE COMMITTEE PRINT NO. 88

ANNUAL REPORT

ON

SPECIAL PAY FOR PHYSICIANS AND DENTISTS

PREPARED BY THE

VETERANS' ADMINISTRATION

Pursuant to Section 104(a)(4) of Public Law 96–330

SUBMITTED TO THE

COMMITTEE ON VETERANS' AFFAIRS
U.S. HOUSE OF REPRESENTATIVES

JUNE 15, 1982

Printed for the use of the Committee on Veterans' Affairs

U.S. GOVERNMENT PRINTING OFFICE
94-849 O WASHINGTON : 1982

H762-5

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OFFICE OF THE ADMINISTRATOR OF VETERANS' AFFAIRS,
Washington, D.C., May 28, 1982.

Hon. G. V. (SONNY) MONTGOMERY,
Chairman, Committee on Veterans' Affairs,
House of Representatives, Washington, D.C.

DEAR SONNY: Enclosed is the Annual Report on Special Pay for Physicians and Dentists as required by Section 104(a)(4) of Public Law 96–330.

I will be pleased to keep you informed of activities in this area.

Sincerely,

CHUCK HAGEL,
Deputy Administrator, in the absence of Robert P. Nimmo, Administrator.

Enclosure.

REPORT TO CONGRESS

PUBLIC LAW 96–330

VETERANS' ADMINISTRATION
HEALTH CARE AMENDMENTS OF 1980

TITLE I

PART A

HEALTH-CARE PERSONNEL AMENDMENTS

PHYSICIAN AND DENTIST SPECIAL PAY

Permanent Authority for Physician and Dentist Comparability Pay

Section 104(a)(4)

VETERANS' ADMINISTRATION, APRIL 1982

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Report on the Implementation of Public Law 96–330

I. INTRODUCTION

This report by the Veterans Administration for 1981, in accordance with the provisions of Section 104 of Public Law 96–330, is a review of the implementation of 38 U.S.C. 4118, as amended by Public Law 96–330, the Veterans Administration Health Care Amendments of 1980.

II. BACKGROUND

On August 26, 1980, Public Law 96–330, the Veterans Administration Health Care Amendments of 1980, was enacted, and on January 11, 1981, the special pay provisions took effect. Title I of Public Law 96–330 established permanent authority for assuring that the levels of total pay for VA physicians and dentists are fixed at levels that are reasonably comparable (1) with the levels of total pay of other Federal physicians and dentists, and (2) with the income of non-Federal physicians and dentists. Section 104 of this same Title I makes it incumbent on the Administrator of Veterans Affairs to:

> Not later than April 30 of each year, submit to the Committee on Veterans' Affairs of the Senate and House of Representatives a report regarding the implementation of 38 U.S.C. 4118. Each report shall include: (a) A review of the implementation of this section (38 U.S.C. 4118); and (b) A plan in connection with the implementation of this section for the remainder of the fiscal year.

III. VA ACTIONS AND POLICIES

A. Criteria for special pay entitlement

According to the provisions of 38 U.S.C. 4118, as amended by Public Law 96–330, the following criteria are used to determine special pay entitlement: full time or part time status, length of VA service, scarcity of medical specialty, responsibility of position, board certification and geographic location. DM&S supplement to MP–5, Part II, Chapter 3 (Appendix A) gives exact amounts of special pay entitlement for each criteria.

B. Exclusions from special pay entitlement

Special pay may not be paid under 38 U.S.C. 4118 to any physician or dentist who:

> Is employed on less than a half-time or intermittent basis (e.g., individuals who do not have a regularly scheduled tour of duty, consultants, attendings, and other fee-basis physicians and dentists),
>
> Occupies an internship or residency position,
>
> Is not covered by a special pay agreement,
>
> Is a re-employed annuitant except that special pay may be paid to a physician or dentist who is a re-employed annuitant if mandatorily separated before September 30, 1978 (for having become 70 years of age, under the provisions of 5 U.S.C. 8335(a) that were in effect before that date).

These positions are known as "statutory exclusions". Additionally, the Chief Medical Director, in accordance with these same 38 U.S.C. 4118 regulations, may determine categories of physician and dentist positions to which there is no significant recruitment and retention problem. These "administrative exclusions" are the following:

Distinguished physicians,

Physician and dentist directors of hospitals, domiciliary facilities, medical centers and outpatient facilities except when these individuals are assigned to the most complex medical facilities and as authorized by the Chief Medical Director,

Clinical investigators and research associates who have regularly been assigned full patient care clinical responsibilities 25 percent or more of their time as documented by the appropriate clinical service chief, are entitled to receive only the primary component of special pay,

Senior medical investigators and medical investigators are entitled to receive special pay excluding both the scarce specialty and the geographic location incentive special pay components.

Associate investigators,

Physicians and dentists appointed under Title 38, who serve in Federal-State exchange programs,

Physicians and dentists who are in fellowship or equivalent training programs.

C. Scarce medical and dental specialties

Section 102 of Public Law 96–330 amends 38 U.S.C. 4118 by including a provision for incentive special pay for service in a medical or dental specialty for which the Chief Medical Director has determined that there are extraordinary difficulties in the recruitment and retention of well-qualified physicians and dentists. A physician or dentist must spend 75 percent of his or her time in the designated scarce specialty to be eligible for this component of incentive special pay. Section 102 also provides for varying minimum and maximum amounts of incentive special pay for both full-time and part-time physicians and dentists, the exact amount of which is determined by the Chief Medical Director.

TABLE 1.—SCARCE MEDICAL AND DENTAL SPECIALTIES

Specialty assignment	Board certified in the medical specialty and assigned to the specialty for at least 75 percent of VA time		Eligible for specialty board, specialty trained, and assigned to work in the specialty for at least 75 percent of VA time	
	Full time	Part time	Full time	Part time
Physicians:				
Anesthesiology	$15,500	$12,375	$13,500	$10,800
Orthopedic surgery	15,500	12,375	13,500	10,800
Radiology	15,500	12,375	13,500	10,800
Pathology	13,500	10,800	11,500	9,200
Physiatry	6,000	4,800	4,000	3,200
Spinal cord injury [1]	15,500	12,375	13,500	10,800
Dentists:				
Oral surgery	7,500	5,625	6,000	4,500
Periodontics	7,000	5,250	5,500	4,125
Prosthodontics	6,500	4,875	5,000	3,750
Other dental [2]	2,500	2,000	2,500	2,000

[1] Physician must be board certified in an appropriate specialty such as internal medicine, neurology, neurosurgery, orthopedic surgery, physiatry, or urology. A physician who is not board certified in one of these medical specialties must have had at least 3 years of working experience in a recognized spinal cord injury center.

[2] Full-time dentists at the Dental Research Center (Houston, Tex.) and the Central Dental Laboratories in Washington, D.C.; Chicago, Ill.; Dallas, Tex.; and Los Angeles, Calif.

Table I lists the scarce medical and dental specialties, with corresponding amounts of incentive special pay, determined by the Chief Medical Director pursuant to the regulations cited in 38 U.S.C. 4118. The term "board eligible" refers to a physician or dentist who has completed all current training requirements in the respective specialty board and who either is eligible for admission to the examination in that specialty or has an admission certificate to the current examination in that specialty.

D. Geographic locations

According to 38 U.S.C. 4118, the Chief Medical Director may determine locations and specific specialty assignments where there are extraordinary difficulties in the recruitment and retention of well-qualified physicians and dentists.

TABLE 2.—INCENTIVE SPECIAL PAY FOR GEOGRAPHIC LOCATIONS

Location and category	Physicians		Dentists	
	Full time	Part time	Full time	Part time
Alexandria, La:				
Anesthesiology	$3,000	$2,400		
Orthopedic surgery	3,000	2,400		
Bath, N.Y.:				
Chief, medical service	3,000			
Chief, physical medicine and rehabilitation	3,000			
Clarksburg, W. Va.: All physicians	2,000	1,500		
Fort Lyon, Colo.:				
Psychiatry	5,000	4,000		
All other physicians	3,000	2,400		
Martinsburg, W. Va.: All physicians	2,000	1,500		
Miles City, Minn.: All physicians	2,000			
VA Central Office:				
All dentists			$2,500	$1,875
Physicians in chief grade	3,000	2,000		
Physicians in executive grade	4,000	3,000		
Physicians in medical director grade and above	5,000	4,000		

Table 2 lists all VA health care facilities with associated specialty assignments where the Chief Medical Director has determined that "geographic location" incentive special pay is necessary to alleviate extraordinary difficulties in recruiting and retaining physicians and dentists. These determinations of "geographic locations" and corresponding amounts of incentive special pay are included in Appendix E to DM&S Supplement MP–5, Part II, Chapter 3, and are for a three-year period of time commencing on January 11, 1981. All subsequent determinations of Incentive Special Pay for service in a geographic location will only be approved for specific specialties when there are problems recruiting or retaining qualified physicians or dentists in such specialties. The level of attainment or quality of candidates is not a criterion for this type of incentive special pay.

Criteria for each specialty includes:

1. the number of vacancies and how long each has been vacant;
2. the number of vacancies anticipated over the next twelve months with rationale for the anticipated vacancies;
3. the number of turnovers that have occurred during the past two years and reasons for each turnover;

4. relevant data concerning the number of acceptances received to offers of employment, and information concerning the reasons for declinations;

5. the recommended rate(s) of incentive special pay, and the specialty(ies) and number of employees to which these rates apply;

6. specific and/or comparative data concerning the basis of recruitment or retention problems.

Each subsequent determination of specific geographic location and/or category of physicians and dentists will similarly be effective for a three-year period of time.

E. Positions comparable to that of a service chief

Incentive special pay may be designated for various levels of responsibility according to 38 U.S.C. 4118(c) as amended by Public Law 96–330. Included is a provision for service as a Service Chief (or a comparable position as determined by the Chief Medical Director) which applies to both full-time and part-time physicians and dentists. The Chief Medical Director has determined that the following positions are comparable to that of a Service Chief when the use of the title and the appointment of the individual have been officially authorized by the Chief Medical Director:

Associate Chiefs of Staff including ACOS for Ambulatory Care, for Education, and for Research and Development,
Chief Medical Officer (only for an outpatient clinic facility)
Assistant Chief of Staff,
Director, Regional Medical Education Center,
Director, Geriatric Research Education and Clinical Center,
Director, Central Dental Laboratory,
Director, Dental Research Laboratory,
Director, Dental Education Center,
Director, Washington Continuing Education Center,
Other specific positions to be approved by the Chief Medical Director (with the concurrence of the Assistant Administrator for Personnel) which will be based on a request and justification from the individual VA health care facility director.

F. Board certification

Sections 102(c)(1) and 102(c)(3) of Public Law 96–330 amend 38 U.S.C. 4118 by providing for new incentive special pay entitlement for full-time and part-time physicians, respectively, for (1) "specialty or first board certification, . . ." or (2) "subspecialty or secondary board certification." Incentive special pay under this provision is awarded only to those physicians who show documented successful completion of all parts of the following specialty or first board examinations:

Allopathy

Aerospace medicine
Allergy and immunology
Anesthesiology
Blood banking
Colon and rectal surgery
Dermatology
Dermatopathology
Family Practice
General Surgery
Internal Medicine
Neurological surgery
Neurology
Neuropathology
Nuclear Medicine
Obstetrics and Gynecology
Occupational Medicine
Psychiatry
Ophthalmology
Orthopedic Surgery
Otolaryngology
Pathology
Pathology, Anatomic
Pathology, Combined Anatomic and Clinical
Pathology, Clinical
Pathology, Forensic
Physical Medicine and Rehabilitation
Plastic Surgery
Preventive Medicine, General
Psychiatry and Neurology
Public Health
Radiology, Diagnostic
Radiology, Nuclear
Radiology, Therapeutic
Thoracic Surgery
Urology

Osteopathy

Anesthesiology
Dermatology
General Practice
Internal Medicine
Neurological Surgery
Neurology
Nuclear Medicine
Obstetrical-Gynecological Surgery
Obstetrics and Gynecology
Ophthalmology
Orofacial Plastic Surgery
Orthopedic Surgery
Othorhinolaryngology
Pathology, Anatomic
Pathology, Anatomic and Clinical
Pathology, Clinical
Pathology, Forensic
Plastic and Reconstructive Surgery
Proctology
Psychiatry
Psychiatry and Neurology
Radiation Therapy
Radiology
Rehabilitation Medicine
Roentgenology
Roentgenology, Diagnostic
Surgery
Thoracic Surgery
Urological Surgery

Incentive special pay for secondary or subspecialty board certification is awarded only to those physicians who show documented successful completion of all parts of two board examinations taken from the above list or who show documentation of a receipt of a subspecialty certificate in one of the following listed subspecialties:

Allopathic	*Osteopathic*
Blood Banking	Cytogenetics
Cardiovascular Disease	Hematology
Dermatophathology	Immunohematology
Endocrinology and Metabolism	Immunology
Gastroenterology	Microbiology
Hematology	Neuropathology
Hematology/Oncology (combined)	Nuclear Medicine
Infectious Diseases	
Medical Microbiology	
Medical Oncology	
Nephrology	
Neuropathology	
Nuclear Radiology	
Pathology, Anatomic and Forensic	
Pathology, Anatomic and Neuropathologic	
Pathology, Chemical	
Pathology, Forensic	
Pathology, Radioisotopic	
Pulmonary Disease	
Rheumatology	

Excluded from incentive special pay determinations are the following primary and secondary boards not directly related to the mission of the VA:

Child psychiatry
Neonatal-perenatal medicine
Pediatric allergy
Pediatric cardiology
Pediatric nephrology
Pediatric surgery
Pediatrics

G. Elimination of American Board specialty special advancements for achievement

As noted above, physician eligibility for incentive special pay on the basis of certification by an American Specialty Board has been instituted under the provisions of Public Law 96–330. Prior to February 17, 1981, a Special Advancement for Achievement of one to five steps within the grade may have been approved for physicians in Chief grade and below on the basis of such board certification. In view of these new incentive special pay provisions, board-certified physicians who elect to complete a new special pay agreement are no longer eligible to receive a special advancement for achievement, after February 17, 1981, based on certification by an American Specialty Board. These physicians, however, will continue to be eligible for consideration for special advancements for achievement based on other types of recognition.

H. Executive level pay raise and physicians' special pay

Section 135 of Public Law 97–92 raised the pay ceiling for employees whose basic pay is related to Level V of the Executive Schedule from $50,112.50 to $57,500 per annum effective January 1, 1982. This raise affected almost 10,000 physicians and dentists in the Department of Medicine and Surgery.

Paragraph 5 of the Special Pay Agreement signed by all physicians and dentists receiving special pay states: ". . . enactment or implementation of any other law, regulation, executive order, or other action which causes a general increase in the rates of basic pay from the United States Government to persons receiving special pay may result in an appropriate reduction in the amount of the special pay I subsequently receive under this agreement."

Increases in total pay (basic pay plus special pay) of up to 4.8 percent of the $50,112.50 pay cap were authorized for DM&S physicians and dentists whose basic pay had been limited by the $50,112.50 ceiling. This decision was consistent with the 4.8 percent increase approved for most other federal employees in October 1981. The remainder of the pay increase resulting from the raise in the pay cap was deducted from incentive special day.

I. Changes in retirement annuities

Two actions taken during 1981 may have an effect on the retirement annuities of physicians and dentists:

1. The raise in the executive level pay cap meant an increase in base pay for almost 10,000 physicians and dentists in the VA. Concerning retirement annuities, physicians and dentists who chose to waive having special pay included in basic pay for purposes of 5 U.S.C. Chapter 83, relating to Civil Service retirement will now have an increased base pay from which this annuity is calculated.

2. Public Law 97–72, "Veterans' Health Care, Training, and Small Business Loan Act of 1981," was signed by the President on November 3, 1981. Section 402 amends 38 U.S.C. 4109 to change the method of computing annuities for individuals who retire after December 31, 1981, other than for disability, and who served at any time on a part-time basis on an appointment under Title 38. The annuity will be computed using the full rate of annual pay but reducing the individuals years of creditable service by a factor equal to the percentage that such individuals part-time service was to full-time service. This law became effective October 1, 1981, for individuals retiring after December 31, 1981.

This provision has the effect of repealing Section 114 of Public Law 96–330 and Section 508 of Public Law 96–385. Both of these laws made similar modifications to 38 U.S.C. 4109 but had technical problems in their language. The purpose of these laws was to eliminate the "windfall" retirement annuities that were being realized by part-time DM&S employees who convert to full-time during their last three years of employment and receive full credit for years of service and an average salary based on only the three years of full time employment. Thus, the employee's annuity would be the same as that of an employee who worked full time for the entire thirty years.

J. Requests for waiver of liability

In accordance with 38 U.S.C. 4118(e) and under the terms of the agreement for special pay, each physician or dentist receiving special pay must complete at least one year of service in DM&S; otherwise, the physician or dentist incurs a liability for the amount of special pay received. A waiver of the liability may be requested, and the Chief Medical Director may authorize the waiver when he determines that failure to complete the required service was beyond the control of the individual. Table 3 summarizes all current actions taken on requests for waiver of special pay liability through December 1981. Since the special pay program was begun in October 1975, 458 waivers have been requested, of which 242 have been approved.

TABLE 3.—SPECIAL PAY LIABILITY WAIVERS

Category	Cumulative Liability waiver actions taken through Dec. 31, 1980	Liability waiver actions taken from Jan. 1, 1981 through Dec. 31, 1981	Cumulative liability waiver actions taken through Dec. 31, 1981
Physicians:			
Approved	170	65	235
Disapproved	165	32	197
Pending	1	8	8
Total	336	105	440
Dentists:			
Approved	5	2	7
Disapproved	9	2	11
Pending			
Total	14	4	18
Total:			
Approved	175	67	242
Disapproved	174	34	208
Pending	1	8	8
Total	350	109	458

K. Outside professional activities

VA policies that authorize full-time physicians and full-time dentists to receive remuneration for outside professional activities were first implemented in 1970. Legally permitted outside professional activities include teaching, clinical and administrative consultations, and receipt of approved honoraria usually from medical or dental schools affiliated with the individual VA hospital. These regulations are intended to authorize just compensation for full-time physicians and dentists engaged in outside professional activities, primarily on behalf of the medical or dental school, during non-VA duty hours. These regulations are also intended to establish a vital pay identity with the medical or dental school, an identity which has been essential for recruitment and retention of the academically oriented individual in full-time VA status.

TABLE 4.—FULL-TIME PROFESSIONALS PARTICIPATING IN OUTSIDE PROFESSIONAL ACTIVITES DURING 1981 [1]

Grade	Total full-time on duty at end of year	Reporting outside professional remuneration	Reporting outside professional remuneration as a percent of total full-time on duty	Average VA pay		Average outside professional remuneration received during 1981
				Base pay	Special pay	
Physicians:						
Ungraded	54	5	9.3	33,883		7,107
Associate	4	1	25.0	25,924	5,625	2,080
Full	88			32,453	591	
Intermediate	11	6	54.5	36,539	5,636	5,455
Senior	887	96	10.8	48,175	14,222	3,638
Chief	5,655	1,390	24.6	55,964	14,251	6,394
Executive	176	64	36.3	57,495	17,710	12,148
Director	6	2	33.3	57,500	11,429	2,130
Statutory	36	10	27.8	57,583	20,275	6,587
Total	6,917	1,574	22.8	54,494	14,060	6,455
Dentists:						
Ungraded	1			32,048		
Full	22	1	4.5	30,686	3,386	650
Intermediate	84	12	14.3	36,839	3,818	6,001
Senior	218	36	16.5	45,133	4,874	1,917
Chief	578	125	21.6	55,438	3,930	3,613
Executive	5	4	80.0	57,460	3,558	3,436
Statutory	5	5	100.0	57,500	3,918	3,605
Total	913	183	20.0	50,667	4,125	3,415

[1] VA salary data as of Jan. 18, 1982.

Average remuneration for outside professional activities for all full-time VA physicians and dentists who were required to report income from such outside professional activities during 1981 is indicated in Table 4. VA policy requires a report, at the end of each calendar year, of outside remuneration by all full-time Title 38 employees.

IV. IMPACT OF LEGISLATION

A. Physician staffing trends

1. *Duty Status.*—Total Full-time and Part-time physician staffing in the Department of Medicine and Surgery increased from 11,045 in December 1980 to 11,236 in December 1981. Full-time physician staffing increased by 293, from 6,624 in 1980 to 6,917 in 1981; Part-time physician staffing decreased by 102 from 4,421 to 4,319, between these two dates. Table 5 shows a breakdown of this trend.

TABLE 5.—PHYSICIAN COMPLEMENT OF THE DEPARTMENT OF MEDICINE AND SURGERY AT END OF CALENDAR YEAR [1]

Duty status	1980		1981	
	On duty	On duty as percent of total	On duty	On duty as percent of total
Full time	6,624	60	6,917	61.6
Part time	4,421	40	4,319	38.4
Total	11,045	100	11,236	100.0

[1] Excludes all interns, residents, consultants, attendings, and those on intermittent status.

Full-time physician staff as a percent of total physician staff increased from 60.0 percent on December 31, 1980, to 61.6 percent on December 31, 1981. This increase in the full-time physician percentage probably results from the economic incentives offered full time employees by Public Law 96–330.

2. *Specialty Assignments.*—The increases in total physician staffing over the past year is reflected as a general trend in the designated scarce medical specialties. Table 6 shows the number of physicians on duty at the end of 1980 and 1981 in each designated scarce medical specialty. Also shown in this table are the number of vacancies, total on duty plus vacancies, vacancies as a percent of this total, and average length of each vacancy, at the end of 1980 and at the end of 1981, respectively. Although for most designated scarce medical specialties, the average length of time for each vacancy increased between the end of 1980 and the end of 1981, vacancies as a percent of total (or "vacancy rate") are generally lower and the number of physicians on duty are generally higher in 1981 when compared to 1980. (Detailed information for all physician specialty assignments are included in Tables 16–18 of this report.)

TABLE 6.—VA PHYSICIANS BY DESIGNATED SCARCE MEDICAL SPECIALTY

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent of total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Full time:										
Anesthesiology	171	191	25	26	196	217	12.8	12.0	9.6	14.8
Orthopedic surgery	72	62	19	13	91	75	20.9	17.3	19.1	20.4
Pathology	425	433	28	18	453	451	6.2	4.0	11.9	19.3
Physical medicine and rehabilitation	216	227	19	12	235	239	8.1	5.0	10.5	9.1
Radiology	434	451	43	25	477	476	9.0	5.3	15.0	23.7
Spinal cord injury	38	39	5	5	43	44	11.6	11.4	11.0	21.2
Part time:										
Anesthesiology	78	76	13	8	91	84	14.3	9.5	8.5	8.1
Orthopedic surgery	214	228	15	10	229	238	6.6	4.2	11.1	17.4
Pathology	136	129	12	17	148	146	8.1	11.6	9.9	15.6
Physical medicine and rehabilitation	79	73	4	6	83	79	4.8	7.6	7.5	15.0
Radiology	182	179	14	11	196	190	7.1	5.8	8.8	15.8
Spinal cord injury	7	7			7	7				
All physicians:										
Anesthesiology	249	267	38	34	287	301	13.2	11.3	9.2	13.3
Orthopedic surgery	286	290	34	23	320	313	10.6	7.3	15.5	19.1
Pathology	561	562	40	35	601	597	6.7	5.9	11.3	17.5
Physical medicine and rehabilitation	295	300	23	18	318	318	7.2	5.7	10.0	11.1
Radiology	616	630	57	36	673	666	8.5	5.4	13.5	21.3
Spinal cord injury	45	46	5	5	50	51	10.0	9.8	11.0	21.2

The number of physician vacancies may vary along with increases in physician staffing in many specialty assignments. Since each VA health care facility differs from its counterparts, physician staff composition may also differ for each individual health care facility. Consequently, if a particular medical center director perceives a staffing

need in a certain Service within his medical center, he may designate a certain number of vacancy positions for that Service to fill. This number of positions may be changed as circumstances dictate.

TABLE 7.—VA CONTRACT PHYSICIAN SERVICES BY SPECIALTY

[As of the end of each calendar year]

Specialty	Total annual contract cost		Contract FTEE		Total contracts	
	1980	1981	1980	1981	1980	1981
Anesthesiology [1]	4,228,526	2,638,759	52.9	33.1	24	18
Dermatology	4,125	12,800	.1	.1	2	2
Family practice		4,147		.1		1
General internal medicine	50,752	90,644	1.2	1.2	2	2
General surgery	291,253	246,646	.6	2.0	6	5
Gynecology	127	1,269	(2)	(2)	1	1
Infectious diseases	30,374	24,299	.3	.2	1	1
Medical oncology	34,877	148,440	.6	2.0	2	2
Neurological surgery	12,800	18,030	.1	.1	1	1
Neurology	29,887	63,018	.4	.8	2	4
Nuclear medicine	80,784	376,582	1.0	4.5	1	6
Ophthalmology	63,888	74,415	.5	.5	3	5
Orthopedic surgery [1]	381,577	299,432	5.4	4.5	7	10
Otolaryngology	85,671	108,725	.9	.9	5	4
Pathology [1]	940,622	1,455,170	17.2	21.6	17	19
Physical medicine and rehabilitation [1]	6,500	3,250	(2)	(2)	1	1
Psychiatry	25,338	29,057	.3	.3	1	1
Radiology [1]	7,171,751	5,873,090	97.6	73.7	48	44
Rheumatology		12,000		.2		1
Urology	213,689	223,677	2.9	2.1	6	5
Total	13,652,540	11,703,450	182.0	147.9	130	133

[1] Designated scarce medical specialty.
[2] Less than 8.1 FTEE.

As of December 31, 1981, there were a total of 133 contracts reported for physician services in various medical specialties, excluding fee-for-service contracts, fee-basis contracts, and contracts for duty officers. The designated scarce medical specialties of Orthopedic Surgery, Physical Medicine and Rehabilitation, Radiology, Anesthesiology, and Pathology together account for 87.7 percent of the total annual contract cost and 89.9 percent of the total contract FTEE for all contract physician services shown in Table 7.

3. *Geographic Location.*—The Chief Medical Director, as noted in paragraph II. D., above, has used his authority to award incentive special pay to physicians in certain geographic areas where extraordinary difficulties in recruiting and retraining physicians exist. There exists the need for "geographic location" incentive special pay to retain a well-qualified work force of physicians at particular VA medical centers. Table 8 shows the number of physicians in each of these geographic areas at the end of 1980 and 1981, respectively, along with the respective numbers of vacancies, "vacancy rates", and average lengths of each vacancy.

TABLE 8.—VA PHYSICIANS ENTITLED TO INCENTIVE SPECIAL PAY BASED ON GEOGRAPHIC LOCATION[1]

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent of total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Full time:										
Alexandria, La:										
Anesthesiology		1				1				
Orthopedic surgery			1	1	1	1	100.0	100.0	39.0	51.0
Total		1	1	1	1	2	100 0	50.0	39.0	51.0
Bath, N.Y.:										
Chief, medical service	1	1			1	1				
Chief, physiatry	1	1			1	1				
Total	2	2			2	2				
Clarksburg, W.Va: all specialties	17	16	6	7	23	23	26.1	30.4	6.0	10.9
Fort Lyon, Colo.:										
Psychiatry	8	10	6		14	10	42.9		6.0	
All other specialties	4	5	2		6	5	33.3		6.5	
Total	12	15	8		20	15	40.0		6.1	
Martinsburg, W.Va.: all specialties	45	49	5	2	50	51	10.0	3.9	17.2	12.0
Miles City, Minn.: all specialties	7	6	1	1	8	7	12.5	14.3	7.0	5.0
Total	83	89	21	11	104	100	20.2	11.8	10.3	14.2
Part-time:										
Clarksburg, W.Va.: all specialties	2	2			2	2				
Fort Lyon, Colo.:										
Psychiatry	2	2			2	2				
All other specialties	1	1			1	1				
Total	3	3			3	3				
Martinsburg, W.Va.: all specialties	7	7			7	7				
Total	12	12			12	12				
Total:										
Alexandria, La.:										
Anesthesiology		1				1				
Orthopedic surgery			1	1	1	1	100 0	100 0	39.0	51.0
Total		1	1	1	1	2	100 0	50.0	39.0	51.0
Bath, N.Y.:										
Chief, medical service	1	1			1	1				
Chief, Psychiatry	1	1			1	1				
Total	2	2			2	2				
Clarksburg, W.Va.: all specialties	19	18	6	7	25	25	24.8	28.0	6.0	10.9
Fort Lyon, Colo.;										
Psychiatry	18	12	6		16	12	37.5		6.0	
All other specialities	5	5	2		7	6	28.6		6.5	
Total	15	18	8		23	18	34.8		6.1	
Martinsburg W.Va.: all specialties	52	56	5	2	57	58	8.8	3.4	17.2	12.0
Miles City, Minn.: all specialties	7	6	1	1	8	7	12.5	14.3	7.0	5.0
Total	95	101	21	11	116	112	18.1	9.8	18.3	14.2

[1] Excluding VA Central Office Washington, D.C.

4. *Board Certification.*—Between December 31, 1980, and December 31, 1981, the number of fulltime board certified physicians increased from 3,897 to 4,120, and the number of part-time board certified physicians decreased from 3,146 to 3,083 (see Table 9). The ratio of board certified physicians to non-board certified physicians increased for both full-time and part-time physicians between these two dates. The change in full-time board certifications was from 58.8 percent of total full-time physician staffing to 59.6 percent, and the change in part-time board certifications was from 71.2 percent of total part-time physician staffing to 71.4 percent. These facts indicate that it may

be becoming slightly less difficult to recruit and retain highly qualified physicians.

TABLE 9.—VA PHYSICIANS BY BOARD CERTIFICATION

Category	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Board certified	3,897	58.8	4,120	59.6
Not board certified	2,727	41.2	2,797	40.4
Total	6,624	100.0	6,917	100.0
Part time:				
Board certified	3,146	71.2	3,083	71.4
Not board certified	1,275	28.8	1,236	28.6
Total	4,421	100.0	4,319	100.0
All physicians:				
Board certified	7,043	63.8	7,203	64.1
Not board certified	4,002	36.2	4,033	35.9
Total	11,045	100.0	11,236	100.0

5. *Age Group.*—The average age of all VA physicians on duty at the end of 1981 was 47.4 years compared to 47.1 years for all VA physicians on duty at the end of 1980. Table 10 shows that between December 1980 and December 1981, there has been a slight increase in the percentage of physicians 65 years and older and a slight decrease in the percentage of physicians under 35 years old. Over the past several years, these percentages have fluctuated while the average age of V.A. physicians has remained relatively constant.

TABLE 10.—VA PHYSICIANS BY AGE GROUP

Age group	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Under 35	900	13.6	894	12.9
35–44	1,790	27.0	1,940	28.0
45–54	1,515	22.9	1,566	22.6
55–64	1,617	24.4	1,732	25.0
65 and over	719	10.9	785	11.3
Not ascertained	83	1.3		
Total	6,624	100.0	6,917	100.0
Part time:				
Under 35	968	21.9	899	20.8
35 to 44	1,796	40.6	1,801	41.7
45 to 54	876	19.8	897	20.8
55 to 64	505	11.4	502	11.6
65 and over	216	4.9	219	5.1
Not ascertained	60	1.4	1	(1)
Total	4,421	100.0	4,319	100.0
All physicians:				
Under 35	1,868	16.9	1,793	16.0
35 to 44	3,586	32.5	3,741	33.3
45 to 54	2,391	21.6	2,463	21.9
55 to 64	2,122	19.2	2,234	19.9
65 and over	935	8.5	1,004	8.9
Not ascertained	143	1.3	1	(1)
Total	11,045	100.0	11,236	100.0

[1] Less than 0.1 percent.

6. *Levels of Responsibility.*—Between the end of 1980 and the end of 1981, the number of full-time VA physician Service Chiefs increased by 43, from 782 to 825, and the number of full-time VA physician Chiefs of Staff remained at 158, after increasing by the year before. The number of part-time VA physician Service Chiefs decreased from 246 to 221 between these same two points in time. According to the provisions of 38 U.S.C. 4108 as amended by Section 113 of Public Law 96–330, any person serving as a Chief of Staff of a VA health care facility shall be appointed on a full-time basis. Those individuals who were serving as a Chief of Staff of a VA health care facility on a part-time basis on the date of enactment of Public Law 96–330 may continue to serve in that capacity on a part-time basis so long as such an individual's proportion of full-time service is not less than that on the date of enactment. This provision will eventually eliminate all part-time VA Chiefs of Staff.

TABLE 11.—VA PHYSICIANS BY SUPERVISORY LEVEL

Category	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Supervisory positions:				
Director	6	0.1	6	0.1
Assistant director			1	(2)
Chief of staff	158	2.5	158	2.3
Assistant chief of staff	10	.2	12	.2
Service chief	782	11.9	825	12.0
Assistant service chief	284	4.3	322	4.7
Section chief	457	7.0	473	6.9
Assistant section chief	37	.6	37	.5
Unit chief	64	1.0	58	.8
Subtotal	1,803	27.4	1,892	27.6
Nonsupervisory positions	4,769	72.6	4,959	72.4
Total	6,572	100.0	6,851	100.0
Part time:				
Supervisory positions:				
Director				
Assistant director				
Chief of staff	10	.2	8	.2
Assistant chief of staff	1	.0		
Service chief	246	5.6	221	5.1
Assistant service chief	77	1.7	69	1.6
Section chief	223	5.0	226	5.2
Assistant section chief	20	.5	16	.4
Unit chief	25	.6	27	.6
Subtotal	602	13.6	567	13.1
Nonsupervisory positions	3,819	86.4	3,751	86.9
Total	4,421	100.0	4,318	100.0
All physicians:				
Supervisory positions:				
Director	6	.1	6	.1
Assistant director			1	(2)
Chief of staff	173	1.6	166	1.5
Assistant chief of staff	11	.1	12	.1
Service chief	1,028	9.4	1,046	9.4
Assistant service chief	361	3.3	391	3.5
Section chief	680	6.2	699	6.3
Assistant section chief	57	.5	53	.5
Unit chief	89	.8	85	.8
Subtotal	2,405	21.9	2,459	22.0
Nonsupervisory positions	8,588	78.1	8,710	78.0
Total	10,993	100.0	11,169	100.0

[1] Excluding all physicians in VA Central Office.
[2] Less than 0.1 percent.

There is also an economic incentive for Service Chiefs to serve on a full-time basis since they may receive the full-time component of incentive special pay in addition to the professional responsibility component of incentive special pay. As already shown, this has resulted in a decrease in the number of part-time VA physician Service Chiefs.

7. *Grade.*—Grade compaction in Chief grade has continued for all VA physicians. As of December 31, 1981, a total of $9,266 VA physicians were in Chief grade, representing 82.5 percent of all VA physicians regardless of duty status. Further, 8,010 of these 9,266 VA physicians were in Steps 5 and above within Chief grade. Also, 5,778 or 51.4 percent of all VA physicians were at the executive level salary limit of $57,500.

To help alleviate the grade compaction problem, a task force was appointed that made recommendations to the Chief Medical Director concerning the appointment and advancement of physicians, dentists, podiatrists and optometrists.

The major changes approved by the CMD include:

(a) More specific criteria for appointment at the senior and chief grade levels;

(b) Elimination of specific time requirements for appointments;

(c) Clarification of criteria for appointment at a pay rate above the minimum grade; and

(d) Reduction of the time-in-grade requirement for promotion of physicians to one year at all grade levels.

8. *Academic Appointments.*—On December 31, 1981, there were 2,432 full-time and 2,533 part-time VA physicians holding academic appointments, representing a total of 44.2 percent of all VA physicians on duty as of that date. The VA considers it highly significant that such a percentage of its entire physician workforce holds academic appointments simultaneously along with VA responsibilities.

9. *Place of Medical Education.*—Table 12 shows that out of the 6,917 full-time VA physicians on duty at the end of 1981, 59.9 percent were graduates of U.S. or Canadian medical schools (USMG's). This percent is less than the 60.9 percent figure for full-time VA USMG's at the end of 1980, although the 1981 total of 4,145 full time USMG's is higher than the 1980 total of 4,037. Overall there has been an uptrend in the proportion of USMG's comprising VA physician staffing since the end of 1974, when the proportion was 52.3 percent. The U.S. and Canada are considered together in this regard because licensure requirements, medical school curricula, board certification qualifications and cultural factors are generally similar for both countries.

TABLE 12.—VA PHYSICIANS BY PLACE OF MEDICAL EDUCATION

Category	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
U.S. medical graduates[1]	4,037	60.9	4,145	59.9
Foreign medical graduates	2,457	37.1	2,770	40.0
Not ascertained	130	2.0	2	(2)
Total	6,624	100.0	6,917	100.0
Part time:				
U.S. medical graduates[1]	3,346	75.7	3,203	74.2
Foreign medical graduates	932	21.1	1,108	25.7
Not ascertained	143	3.2	8	.2
Total	4,421	100.0	4,319	100 0
All physicians:				
U.S. medical graduates[1]	7,383	66.8	7,348	65.4
Foreign medical graduates	3,389	30.7	3,878	34.5
Not ascertained	273	2.5	10	.1
Total	11,045	100.0	11,236	100.0

[1] Includes graduates of both United States and Canadian medical schools.
[2] Less than 0.1 percent.

B. Dentist staffing trends

1. *Duty Status.*—Between December 31, 1980, and December 31, 1981, the number of full-time dentists on duty in the Department of Medicine and Surgery increased from 899 to 913 and the number of part-time dentists on duty decreased from 37 to 36.

Total V.A. Dentists on duty increased from 936 to 949 and the vacancy rate decreased from 1.2 percent to 0.8 percent during the same time period. The length of time for the average dental vacancy decreased from 4.8 months to 3.9 months between 1980 and 1981.

Table 25 in the appendix shows this data.

TABLE 13.—DENTISTS COMPLEMENT OF THE DEPARTMENT OF MEDICINE AND SURGERY AT END OF CALENDAR YEAR[1]

Duty status	1980		1981	
	On duty	On duty as percent of total	On duty	On duty as percent of total
Full time	899	96.0	913	96.2
Part time	37	4.0	36	3.8
Total	936	100.0	949	10.0

[1] Excludes all residents, consultants, attendings, and those on intermittent status.

2. *Specialty Assignments and Board Certification.*—The specialty assignment, entitled General Dentistry, accounts for almost three-fourths of all VA dentists. Of the remaining dental specialty assignments, the number of dentists on duty in each of the three designated scarce dental specialties (Oral Surgery, Periodontics and Prosthodontics) increased slightly between the end of 1980 and the end of 1981. Although board certification is not a legislated category of dental special pay, note that at the end of 1980, a total of 11.6 percent of all

VA dentists had one board certification compared to 12.3 percent at the end of 1981.

3. *Age Group.*—Like VA physicians who, as a group, increased slightly in terms of average age over the past year, VA dentist average age went from 44.1 years old in December 1980 to 44.4 years old in December 1981. Also, similarly to the V.A. physician, the percentage of dentists under 35 years old decreased slightly and the percentage of dentists 65 and over increased slightly over the same time period.

4. *Level of Responsibility.*—Although the number of VA dentists in supervisory positions increased, little change took place between the end of 1980 and the end of 1981 in the proportion of VA dentists in supervisory positions. Since part-time VA dentists remain as a relatively small portion of total VA dentist staffing, the issue of part-time VA dentists as Service Chiefs is insignificant. Further, there are no part-time dentist Chiefs of Staff at any VA health care facility.

5. *Grade.*—Although there is some grade compaction at Chief grade for all VA dentists, it is not so severe as that for all VA physicians. At the end of 1981, 63.0 percent of all VA dentists were in Chief grade compared to 82.5 percent of all VA physicians. This indicates that a wider spectrum of Title 38 salary grades are used for VA dentists compared to that used for VA physicians. Steps taken to alleviate compaction are explained in Section III A. 7.

6. *Academic Appointments.*—On December 31, 1981, there were 289 full-time and 10 part-time VA dentists who were holding academic appointments in addition to their VA responsibilities. These figures together represent nearly one-third (31.5 percent) of all VA dentists on duty at the end of 1981.

C. Physician and dentist remuneration

1. *Eligibility for Special Pay.*—Tables 14 and 15 show selected data for VA physicians and dentists, respectively, by eligibility status for special pay. Eligibility for special pay is determined by the criteria set forth in 38 USC 4118. According to those criteria, most physicians (83.5 percent) and most dentists (95.8 percent) were eligible to receive special pay at the end of 1981. Those part-time physicians and dentists who are not eligible to receive special pay do not qualify because their duty status is less than the required one-half of full-time duty status.

2. *Salaries.*—In addition to the frequency of each category for special pay, Tables 14 and 15 also give average base, average special and total average pay information for physicians and dentists, respectively. As of January 1, 1982, the average base pay for a VA physician, full time, was $54,494 ($3,006 less than the $57,500 ceiling on individual title 38 salaries). Average special pay for full time physicians was $14,060 making average total pay $68,554.

The increase in average total pay of $12,418 over a one year period reflects the increase in special pay due to the enactment of Public Law 96-330 (the increase in special pay took effect January 11, 1981) and the raising of the executive level salary ceiling, from $50,112.50 to $57,500 (effective January 1, 1982).

As previously noted in section IIH, special pay was reduced as a result of the raise in the salary ceiling so that increases in total pay

of up to 4.8% of the $50,112.50 pay cap were authorized for DM&S physicians and dentists. The differences between a physicians or dentists new rate of pay and $52,518 ($50,112.50 as increased by 4.8 percent) was deducted from incentive special pay.

As of January 1, 1982, the average base pay for full-time VA dentists was $50,667 ($6,833 less than the $57,500 ceiling on individual Title 38 salaries). Average special pay for full-time dentists was $4,125 making the average total pay $54,792. This represents a $5,567 increase in total average pay over the previous year.

TABLE 14.—VA PHYSICIANS BY ELIGIBILITY FOR SPECIAL PAY

Category	1980					1981[1]				
	On duty at end of year	On duty as percent of total	Average base pay	Average special pay	Total average pay	On duty at end of year	On duty as percent of total	Average base pay	Average special pay	Total average pay
Full time:										
Receiving special pay	6,207	93.7	49,422	7,491	56,913	6,596	95.4	55,098	14,744	69,843
Not receiving special pay[2]	417	6.3	44,587	----------	44,587	321	4.6	42,084	----------	42,084
Total	6,624	100.0	49,117	7,019	56,137	6,917	100.0	54,494	14,060	68,555
Part time:										
Receiving special pay	2,786	63.0	33,912	3,370	37,281	2,786	64.5	37,004	6,359	43,362
Not receiving special pay[2]	1,635	37.0	13,314	----------	13,314	1,533	35.5	13,096	----------	13,096
Total	4,421	100.0	26,294	2,124	28,418	4,319	100.0	28,518	4,102	32,619
Total:										
Receiving special pay	8,993	81.4	44,617	6,214	50,831	9,382	83.5	49,725	12,254	61,979
Not receiving special pay[2]	2,052	18.6	19,669	----------	19,669	1,854	16.5	18,115	----------	18,115
Total	11,045	100.0	39,982	5,060	45,041	11,236	100.0	44,509	10,232	54,742

[1] VA salary data as of Jan. 18, 1982.
[2] Includes those eligible but not receiving special pay and those not eligible for special pay.

TABLE 15.—VA DENTISTS BY ELIGIBILITY FOR SPECIAL PAY

Category	1980					1981[1]				
	On duty at end of year	On duty as percent of total	Average base pay	Average special pay	Total average pay	On duty at end of year	On duty as percent of total	Average base pay	Average special pay	Total average pay
Full time:										
Receiving special pay	884	98.3	46,139	3,223	49,362	891	97.6	50,817	4,227	55,044
Not receiving special pay[2]	15	1.7	41,175	----------	41,175	22	3.4	44,581	----------	44,581
Total	899	100.0	46,056	3,169	49,225	913	100.0	50,667	4,125	54,792
Part time:										
Receiving special pay	17	45.9	26,612	1,407	28,019	18	50.0	29,949	2,824	32,772
Not receiving special pay[2]	20	54.1	12,969	----------	12,969	18	50.0	14,359	----------	14,359
Total	37	100.0	19,237	646	19,884	36	100.0	22,154	1,412	23,566
Total:										
Receiving special pay	901	96.3	45,770	3,189	48,959	909	95.8	49,855	4,154	54,009
Not receiving special pay[2]	35	3.7	25,057	----------	25,057	30	4.2	41,308	----------	41,308
Total	936	100.0	44,996	3,070	48,065	949	100.0	49,585	4,023	53,608

[1] VA salary data as of Jan. 18, 1982.
[2] Includes those eligible but not receiving special pay and those not eligible for special pay.

V. FUTURE EFFORTS, STUDIES, AND PLANS

A contract has been awarded to Towers, Perrin, Forster and Crosby to conduct a physician and dentist pay comparability study mandated by Section 104 of P.L. 96–330. The contractor will (1) design and conduct an interim pay comparability study that will be as comprehensive as possible and will provide a logical and analytical base for making physician and dentist pay recommendations to the President in the fall of 1982, and (2) design a comprehensive plan for the conduct of subsequent studies including alternative methodologies and comparative costs and time projections. This plan must include an approach for the VA to conduct the subsequent studies by in-house staff.

The contractor's report will enable the VA to meet the requirements of 38 U.S.C. 4118 as they concern submitting a report to the President not later than December 31, 1982, and once every two years thereafter, recommending appropriate amounts of special pay and, if appropriate and necessary, modifications of special pay levels.

APPENDIXES

TABLE 16.—FULL-TIME VA PHYSICIANS BY SPECIALTY ASSIGNMENTS

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent of total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Surgical specialties:										
Anesthesiology	171	191	25	26	196	217	12.8	12.0	9.6	14.8
Colon and rectal	1	1	-------	-------	1	1	-------	-------	-------	-------
General	358	358	35	33	393	391	8.9	8.4	6.2	8.8
Gynecology	1	1	-------	-------	1	1	-------	-------	-------	-------
Neurological	12	11	2	1	14	12	14.3	8.3	43.5	93.0
Ophthalmology	32	31	3	6	35	37	8.6	16.2	19.7	9.5
Orthopedic	72	62	19	13	91	75	20.9	17.3	19.1	20.4
Otolaryngology	29	30	5	3	34	33	14.7	9.1	25.0	20.3
Plastic	2	2	-------	2	2	4	-------	50.0	-------	6.5
Thoracic	30	31	2	1	32	32	6.3	3.1	9.0	23.0
Urology	73	78	11	8	84	86	13.1	9.3	5.0	20.1
Subtotal	781	796	102	93	883	889	11.6	10.5	11.4	20.2
Medical specialties:										
Allergy and immunology	7	8	1	-------	8	8	12.5	-------	3.0	-------
Cardiovascular diseases	181	192	17	5	198	197	8.6	2.5	11.6	24.8
Clinical scholar	10	13	1	-------	11	13	9.1	-------	13.0	-------
Dermatology	23	26	4	2	27	28	14.8	7.1	7.8	19.0
Endocrinology and metabolism	64	65	1	1	65	66	1.5	1.5	10.0	5.0
Family practice	31	30	4	2	35	32	11.4	6.3	2.3	14.5
Gastroenterology	100	98	8	7	108	105	7.4	6.7	23.5	29.0
General internal medicine	1,135	1,188	65	56	1,200	1,244	5.4	4.5	6.6	7.7
General practice	11	15	1	2	12	17	8.3	11.8	1.0	8.7
Hematology	87	92	3	6	90	98	3.3	6.1	11.0	12.7
Infectious diseases	62	61	8	-------	70	61	11.4	-------	9.8	-------
Medical oncology	13	17	7	2	20	19	35.0	10.5	11.3	1.5
Nephrology	89	88	8	5	97	93	8.2	5.4	4.8	13.8
Preventive medicine	2	1	-------	-------	2	1	-------	-------	-------	-------
Pulmonary diseases	174	181	19	10	193	191	9.8	5.2	14.5	23.2
Rheumatology	31	30	4	8	35	38	11.4	21.1	9.0	12.8
Other medicine	540	513	12	9	552	522	2.2	1.7	8.6	11.1
Subtotal	2,560	2,618	163	115	2,723	2,733	6.0	4.2	9.4	12.4
Physchiatry and neurology:										
Neurology	169	180	17	12	186	192	9.1	6.3	9.6	10.4
Physchiatry	1,132	1,198	77	48	1,209	1,246	6.4	3.9	8.3	14.2
Substance abuse	6	9	1	-------	7	9	14.3	-------	13.0	-------
Subtotal	1,307	1,387	95	60	1,402	1,447	6.8	4.1	8.6	13.4
Pathology:										
Anatomic	18	22	3	-------	21	22	14.3	-------	12.0	-------
Clinical	14	15	3	-------	17	15	17.6	-------	9.7	-------
Pathology	393	396	22	19	415	415	5.3	4.6	12.2	18.4
Subtotal	425	433	28	19	453	452	6.2	4.2	11.9	18.4
Radiology:										
Diagnostic	289	308	35	18	324	326	10.8	5.5	13.3	24.1
Diagnostic and Therapeutic	119	114	7	7	126	121	5.6	5.8	24.7	22.6
Therapeutic	26	29	1	2	27	31	3.7	6.5	6.0	18.0
Subtotal	434	451	43	27	477	478	9.0	5.6	15.0	23.3

TABLE 16.—FULL-TIME VA PHYSICIANS BY SPECIALTY ASSIGNMENTS—Continued

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent of total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Other specialities:										
Geriatric fellow	31	31			31	31				
Nuclear medicine	86	92	8	11	94	103	8.5	10.7	12.0	18.6
Paraplegia	38	39	5	5	43	44	11.6	11.4	11.0	21.2
Physical medicine	216	227	19	13	235	240	8.1	5.5	10.5	8.5
Spinal cord injury fellow	8	16		1	8	17		5.9		36.0
Subtotal	379	405	32	30	411	435	7.8	6.9	11.0	15.2
Reasearch:										
Clinical investigator	21	21			21	21				
Research	70	63			70	63				
Research and education associate	63	53		2	63	55		3.6		6.0
Subtotal	154	137		2	154	139		1.4		6.0
Administrative:										
Admitting	191	177	2	2	193	179	1.0	1.1	3.0	5.0
Chief of staff	163	158	5	10	168	168	3.0	6.0	4.8	4.2
Chief of staff-trainee										
Assistant chief of staff	11	11	1	2	12	13	8.3	15.4	8.0	20.8
Associate chief of staff:										
Ambulatory care	32	61	1	4	33	65	1.9	6.2	15.0	5.5
Education	38	41	3	3	43	44	11.6	6.8	12.8	15.3
Research and development	39	49	4	2	43	31	9.3	3.9	31.5	17.5
Director	6	6			6	6				
Physicians in VACO	52	52			52	52				
Other physicians	36	135			36	135				
Subtotal	581	630	18	23	602	713	3.0	3.2	13.5	8.5
Total	6,624	6,917	481	370	7,185	7,287	6.8	3.1	10.5	14.0

TABLE 17.—PART-TIME VA PHYSICIANS BY SPECIALTY ASSIGNMENTS

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Surgical specialties:										
Anesthesiology	78	76	13	5	91	81	14.3	6.2	8.5	3.2
Colon and rectal	3	4			3	4				
General	415	419	24	5	439	424	5.5	3.2	10.5	5.8
Gynecology	5	9	1		6	9	16.7		2.0	
Neurological	97	99	9	4	106	103	8.5	3.9	19.9	13.8
Ophthalmology	184	182	4	7	188	189	2.1	3.7	7.8	6.4
Orthopedic	214	228	15	7	229	235	6.6	3.0		20.7
Otolaryncology	155	164	10	6	165	170	6.1	3.5	12.3	17.2
Plastic	70	75	4	2	74	77	5.4	2.6	11.5	20.0
Thoracic	88	94	9	5	97	99	9.3	5.1	11.3	12.4
Urology	164	159	9	3	173	162	5.2	1.9	12.3	6.0
Subtotal	1,473	1,509	98	44	1,571	1,553	6.2	2.8	11.5	11.7
Medical specialties:										
Allergy and immunology	22	23	1	1	23	24	4.3	4.2	50.0	14.0
Cardiovascular diseases	126	124	12	6	138	130	8.7	4.6	10.2	7.2
Clinical scholar										
Dermatology	86	85	6	7	92	92	6.5	7.6	13.0	8.1
Endocrinology and metabolism	60	54	3	4	63	58	4.8	6.9	7.3	7.5
Family practice	8	12			8	12				
Gastroenterology	99	100	5	4	104	104	4.8	3.8	9.4	6.0
General internal medicine	344	361	26	14	370	375	7.0	3.7	7.7	5.5
General practice	3	3		1	3	4		25.0		1.0
Hematology	74	66	3	1	77	67	3.9	1.5	7.7	3.0
Infectious diseases	52	52	1	5	53	57	1.9	8.8	18.0	5.4
Medical oncology	24	27	4	1	28	28	14.3	3.6	5.0	1.0
Nephrology	73	66	3	4	76	70	3.9	5.7	12.3	14.8
Preventive medicine	4	3			4	3				
Pulmonary diseases	89	91	7	2	96	93	7.3	2.2	8.6	2.5
Rheumatology	54	55			54	55				
Other medicine	267	238	8	8	275	246	2.9	3.3	10.9	4.5
Subtotal	1,385	1,360	79	58	1,464	1,418	5.4	4.1	9.1	6.5

TABLE 17.—FULL-TIME VA PHYSICIANS BY SPECIALTY ASSIGNMENTS—Continued

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Psychiatry and neurology:										
Neurology	210	197	12	5	222	202	5.4	2.5	6.7	2.4
Psychiatry	785	700	39	17	824	717	4.7	2.4	5.9	5.2
Substance abuse										
Subtotal	995	897	51	22	1,046	919	4.9	2.4	6.1	4.5
Pathology:										
Anatomic	12	11			12	11				
Clinical	2	5			2	5				
Pathology	122	113	12	10	134	123	9.0	8.1	9.9	15.3
Subtotal	136	129	12	10	148	139	8.1	7.2	9.9	15.3
Radiology:										
Diagnostic	118	124	12	6	130	130	9.2	4.6	9.0	14.2
Diagnostic and therapeutic	55	44	1	1	56	45	1.8	2.2	2.0	16.0
Therapeutic	9	11	1	1	10	12	10.0	8.3	13.0	25.0
Subtotal	182	179	14	8	196	187	7.1	4.3	8.2	15.5
Other specialties:										
Geriatric fellow										
Nuclear medicine	52	50	2	2	54	52	3.7	3.8	12.0	16.0
Paraplegia	7	7			7	7				
Physical medicine	79	73	4	5	83	78	4.8	6.4	7.5	12.0
Spinal cord injury fellow										
Subtotal	138	130	6	7	144	137	4.2	5.1	9.0	
Research:										
Clinical investigator	1				1					
Research	8	9			8	9				
Research and education associate										
Subtotal	9	9			9	9				
Administrative:										
Admitting	32	17	1		33	17	3.0		2.0	
Chief of staff	18	8			10	8				
Chief of staff—Trainee										
Assistant chief of staff	3	4			3	4				
Associate chief of staff:										
Ambulatory care	6	5			6	5				
Education	14	11	1		15	11	6.7		16.0	
Research and development	26	28	1		27	20	3.7		24.0	
Director										
Physicians in VACO										
Other physicians	12	41			12	41				
Subtotal	103	106	3		106	105	2.8		14.0	
Total	4,421	4,319	263	149	4,684	4,468	5.6	3.3	9.5	9.

TABLE 18.—ALL VA PHYSICIANS BY SPECIALTY ASSIGNMENTS

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Surgical specialties:										
Anesthesiology	249	267	38	31	287	298	13.2	10.4	9.2	13.0
Colon and rectal	4	5			4	5				
General	773	777	59	38	832	815	7.1	4.7	8.0	8.4
Gynecology	6	10	1		7	10	14.3		2.0	
Neurological	109	110	11	5	120	115	9.2	4.3	24.2	29.6
Ophthalmology	216	213	7	13	223	226	9.1	5.8	12.9	7.8
Orthopedic	286	290	34	20	320	310	10.6	6.5	15.5	20.5
Otolaryngology	184	194	15	9	199	203	7.5	4.4	16.5	21.6
Plastic	72	77	4	4	76	81	5.3	4.9	11.5	13.3
Thoracic	118	125	11	6	129	131	8.5	4.6	10.9	15.0
Urology	237	237	20	11	257	248	7.8	4.4	8.3	10.5
Subtotal	2,254	2,305	200	137	2,454	2,442	8.1	5.6	11.4	13.4

TABLE 18.—ALL VA PHYSICIANS BY SPECIALTY ASSIGNMENTS—Continued

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Medical specialties:										
Allergy and immunology	29	31	2	1	31	32	6.5	3.1	4.0	14.0
Cardiovascular diseases	307	316	29	11	336	327	8.6	3.4	1.0	15.2
Clinical scholar	10	13	1	------	11	13	9.1	------	13.0	------
Dermatology	109	111	10	9	119	120	8.4	7.5	10.9	10.6
Endocrinology and metabolism	124	119	4	5	128	124	3.1	4.0	8.0	7.0
Family practice	39	42	4	2	43	44	9.3	4.5	2.3	14.5
Gastroenterology	119	198	13	11	212	209	6.1	5.3	18.1	20.6
General internal medicine	1,479	1,549	91	70	1,570	1,619	5.8	4.3	6.9	7.2
General practice	14	18	1	3	15	21	6.7	14.3	1.0	5.7
Hematology	161	158	6	7	167	165	3.6	4.2	9.3	11.3
Infectious diseases	114	113	9	5	123	118	7.3	4.2	10.7	5.4
Medical oncology	37	44	11	3	48	47	22.9	6.4	9.0	1.3
Nephrology	162	154	11	9	173	163	6.4	5.5	6.8	14.2
Preventive medicine	6	4	------	------	6	4	------	------	------	------
Pulmonary diseases	263	272	26	12	289	284	9.0	4.2	12.9	19.8
Rheumatology	85	85	4	8	89	93	4.5	8.6	9.0	12.8
Other medicine	807	751	20	17	827	768	2.4	2.2	9.5	8.0
Subtotal	3,945	3,978	242	173	4,187	4,151	5.8	4.2	9.3	10.4
Psychiatry and neurology:										
Neurology	379	377	29	17	408	394	7.1	4.3	8.4	8.1
Psychiatry	1,917	1,898	116	65	2,033	1,963	5.7	3.3	7.5	11.8
Substance abuse	6	9	1	------	7	9	14.3	------	13.0	------
Subtotal	2,302	2,284	146	82	2,448	2,366	6.0	3.5	7.7	11.0
Pathology:										
Anatomic	30	33	3	------	33	33	9.1	------	12.0	------
Clinical	16	20	3	------	19	20	13.8	------	9.7	------
Pathology	515	509	34	29	549	538	6.2	5.4	11.4	17.3
Subtotal	561	562	40	29	601	591	6.7	4.9	11.3	17.3
Radiology:										
Diagnostic	407	432	47	24	451	456	10.4	5.3	12.2	21.6
Diagnostic and therapeutic	174	158	8	8	182	166	4.4	4.8	21.9	21.5
Therapeutic	35	40	2	3	37	43	5.4	7.0	9.5	20.3
Subtotal	616	630	57	35	673	665	8.5	5.3	13.5	21.5
Other specialities:										
Geriatric fellow	31	31	------	------	31	31	------	------	------	------
Nuclear medicine	138	142	10	13	148	135	6.8	8.4	12.0	18.2
Paraplegia	45	46	5	5	50	51	10.0	9.8	11.0	21.2
Physical medicine	295	300	23	18	318	318	7.2	5.7	10.0	9.7
Spinal cord injury fellow	8	16	------	1	8	17	------	5.9	------	36.0
Subtotal	517	535	38	37	555	572	6.8	6.5	10.7	14.9
Research:										
Clinical investigator	21	21	------	------	21	21	------	------	------	------
Research	78	72	------	------	78	72	------	------	------	------
Research and education associate	63	53	------	2	63	55	------	3.6	------	6.0
Subtotal	163	146	------	2	163	148	------	1.4	------	6.0
Administrative:										
Admitting	223	194	3	2	226	196	1.3	1.0	2.7	5.0
Chief of staff	173	166	5	10	178	176	2.8	5.7	4.8	4.2
Chief of staff-trainee	------	------	------	------	------	------	------	------	------	------
Assistant chief of staff	14	15	1	2	15	17	6.7	11.8	8.0	20.0
Associate chief of staff:										
Ambulatory care	38	66	1	4	59	78	1.7	5.7	15.0	5.5
Education	32	32	6	3	38	35	10.3	5.5	13.3	15.3
Research and development	65	69	5	2	70	71	7.1	2.8	30.0	17.5
Director	6	6	------	------	6	------	------	------	------	------
Physicians in VACO	52	52	------	------	52	52	------	------	------	------
Other physicians	48	176	------	------	48	176	------	------	------	------
Subtotal	687	796	21	23	798	819	3.0	2.8	13.6	8.5
Total	11,845	11,236	744	518	11,789	11,754	6.3	4.4	10.2	12.7

TABLE 19.—FULL-TIME VA PHYSICIANS BY SUPERVISORY LEVEL

Category	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Supervisory positions:				
VA Central Office:				
Director	1	(1)	1	(1)
Assistant director	9	0.1	8	0.1
Executive grade	19	.3	21	.3
Executive grade (assistant)			2	(1)
Division chief	11	.2	10	.1
Section chief	1	(1)		
Subtotal	41	.6	42	.6
Health care facilities:				
Director	6	.1	6	.1
Chief of staff	163	2.5	158	2.3
Assistant chief of staff	10	.2	12	.2
Service chief	782	11.8	825	11.9
Assistant service chief	284	4.3	322	4.7
Section chief	457	6.9	473	6.8
Assistant section chief	37	.6	37	.5
Unit chief	64	1.0	58	.8
Subtotal	1,803	27.2	1,891	27.3
Total	1,844	27.8	1,933	27.9
Nonsupervisory positions:				
VA Central Office	11	.2	24	.3
Health care facilities	4,769	72.0	4,960	71.7
Subtotal	4,780	72.2	4,984	72.1
Total	6,624	100.0	6,917	100.0

[1] Less than 0.1 percent.

TABLE 20.—PART-TIME VA PHYSICIANS BY SUPERVISORY LEVEL

Category	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Supervisory positions:				
Chief of staff	7	0.2	8	0.2
Assistant chief of staff	1	(1)		
Service chief	249	5.6	221	5.1
Assistant service chief	77	1.7	69	1.6
Section chief	223	5.0	226	5.2
Assistant section chief	20	.5	16	.4
Unit chief	25	.6	27	.6
Subtotal	602	13.6	567	13.1
Nonsupervisory positions:				
VA Central Office			1	(1)
Health care facilities	3,819	86.4	3,751	86.8
Subtotal	3,819	86.4	3,752	86.9
Total	4,421	100.0	4,319	100.0

[1] Less than 0.1 percent.

TABLE 21.—ALL VA PHYSICIANS BY SUPERVISORY LEVEL

Category	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Supervisory positions:				
VA Central Office:				
Director	1	(1)	1	(1)
Assistant director	9	0.1	8	0.1
Executive grade	19	.2	21	.2
Executive grade (assistant)		(1)	2	(1)
Division chief	11	.1	10	.1
Section chief	1	(1)		
Subtotal	41	.4	42	.4
Health care facilities:				
Director	6	.1	6	.1
Chief of staff	170	1.5	166	1.5
Assistant chief of staff	11	.1	12	.1
Service chief	1,031	9.3	1,046	9.3
Assistant service chief	361	3.3	391	3.5
Section chief	680	6.2	699	6.2
Assistant section chief	57	.5	53	.5
Unit chief	89	.8	85	.8
Subtotal	2,405	21.8	2,458	21.9
Total	2,446	22.1	2,500	22.2
Nonsupervisory positions:				
VA Central Office	11	(1)	25	.2
Health care facilities	8,588	77.8	8,711	77.5
Subtotal	8,599	77.9	8,736	77.8
Total	11,045	100.0	11,236	100.0

[1] Less than 0.1 percent.

TABLE 22.—VA PHYSICIANS BY GRADE

Grade	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Associate	5	0.1	4	0.1
Full	5	.1	88	1.3
Intermediate	12	.2	11	.2
Senior	897	13.5	887	12.8
Chief	5,428	81.9	5,655	81.8
Executive	184	2.8	176	2.5
Director	6	.1	6	.1
Statutory	34	.5	36	.5
Ungraded	53	.8	54	.8
Total	6,624	100.0	6,917	100.0
Part time:				
Associate	2	(1)	2	(1)
Full	2	(1)	34	.8
Intermediate	9	.2	7	.2
Senior	677	15.3	608	14.1
Chief	3,720	84.1	3,611	83.6
Executive	11	.2	7	.2
Director				
Statutory				
Ungraded			50	1.2
Total	4,421	100.0	4,319	100.0
All physicians:				
Associate	7	.1	6	.1
Full	7	.1	122	1.1
Intermediate	21	.2	18	.2
Senior	1,574	14.3	1,495	13.3
Chief	9,148	82.8	9,266	82.5
Executive	195	1.8	183	1.6
Director	6	.1	6	.1
Statutory	34	.3	36	.3
Ungraded	53	.5	104	.9
Total	11,045	100.0	11,236	100.0

[1] Less than 0.1 percent

TABLE 23.—FULL-TIME VA PHYSICIAN FACULTY APPOINTMENTS BY ACADEMIC TITLE

Academic title	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
With academic appointment:				
Professor	289	4.4	299	4.3
Clinical professor	43	.6	42	.6
Associate professor	372	5.6	378	5.5
Associate clinical professor	110	1.7	111	1.6
Assistant professor	743	11.2	781	11.3
Assistant clinical professor	244	3.7	253	3.7
Instructor	244	3.7	244	3.5
Clinical instructor	170	2.6	180	2.6
Lecturer	22	.3	21	.3
Other	118	1.8	123	1.8
Subtotal	2,355	35.6	2,432	35.2
Without academic appointment	4,269	64.4	4,485	64.8
Total	6,624	100.0	6,917	100.0

TABLE 24.—PART-TIME V.A. PHYSICIAN FACULTY APPOINTMENTS BY ACADEMIC TITLE

Academic title	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
With academic appointment:				
Professor	384	8.7	365	8.5
Clinical professor	54	1.2	54	1.3
Associate professor	429	9.7	403	9.3
Associate clinical professor	119	2.7	105	2.4
Assistant professor	912	20.6	872	20.2
Assistant clinical professor	208	4.7	205	4.7
Instructor	264	6.0	256	5.9
Clinical instructor	178	4.0	168	3.9
Lectuer	13	.3	13	.3
Other	94	2.1	92	2.1
Subtotal	2,655	60.1	2,533	58.6
Without academic appointment	1,766	39.9	1,786	41.4
Total	4,421	100.0	4,319	100.0

TABLE 25—VA DENTISTS BY SPECIALTY ASSIGNMENTS

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent of total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Full-time:										
Clinical investigator	1				1					
Endodontics	8	8			8	8				
General dentistry	676	668	6	7	682	675	0.9	1.0	4.0	3.7
Maxillofacial prosthodontics	3	3			3	3				
Operative dentistry	9	7			9	7				
Oral pathology	6	6			6	6				
Oral surgery [1]	62	68	1	1	63	69	1.6	1.4	9.0	5.0
Periodontics [1]	25	27			25	27				
Prosthodontics [1]	77	84	2		79	84	2.5		2.0	
Dentists in VA Central Office	12	11			12	11				
Other dental specialties	20	31			20	31				
Total	899	913	9	8	908	921	1.0	.9	4.1	3.9

TABLE 25.—VA DENTISTS BY SPECIALTY ASSIGNMENTS—Continued

Specialty assignment	On duty at end of year		Vacancies at end of year		Total on duty plus vacancies		Vacancies as percent of total		Average months per vacancy	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Part time:										
Clinical investigator										
Endodontics	1	1			1	1				
General dentistry	11	12			11	12				
Maxillofacial prosthodontics										
Operative dentistry										
Oral pathology										
Oral surgery [1]	14	15	1		15	15	6.7		11.0	
Periodontics [1]	7	5	1		8	5	12.5		5.0	
Prosthodontics [1]	1	1			1	1				
Dentists in VA Central Office	1	1			1	1				
Other dental specialties		1				1				
Total	37	36	2		39	36	5.1		8.0	
All dentists:										
Clinical investigator	1				1					
Endodontics	9	9			9	9				
General dentistry	687	680	3	7	693	687	.9	1.0	4.0	3.7
Maxillofacial prosthodontics	3	3			3	3				
Operative dentistry	9	7			9	7				
Oral pathology	6	6			6	6				
Oral surgery [1]	76	83	2	1	78	84	2.6	1.2	10.0	5.0
Periodontics [1]	32	32	1		33	32	3.0		5.0	
Prosthodontics [1]	78	85	2		80	85	2.5		2.0	
Dentists in VA Central Office	13	12			13	12				
Other dental specialties	20	32			20	32				
Total	936	949	11	8	947	957	1.2	.8	4.8	3.9

[1] Designated scarce specialty.

TABLE 26.—VA DENTISTS BY BOARD CERTIFICATION

Specialty assignment	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Board certified	96	10.7	101	11.1
Not board certified	803	89.3	812	88.9
Total	899	100.0	913	100.0
Part time:				
Board certified	13	35.1	16	44.4
Not board certified	24	64.9	20	55.6
Total	37	100.0	36	100.0
All dentists:				
Board certified	109	11.6	117	11.3
Not board certified	827	88.4	832	87.7
Total	936	100.0	949	100.0

TABLE 27.—VA DENTISTS BY AGE GROUP

Age group	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Under 35	190	21.1	176	19.3
35 to 44	303	33.7	318	34.8
45 to 54	243	27.0	258	28.3
55 to 64	143	15.9	143	15.7
65 and over	17	1.9	18	2.0
Not ascertained	3	.3		
Total	899	100.0	913	100.0
Part time:				
Under 35	11	29.7	12	33.3
35 to 44	10	27.0	9	25.0
45 to 54	9	24.3	10	27.8
55 to 64	7	18.9	5	13.9
65 and over				
Not ascertained				
Total	37	100.0	36	100.0
All dentists:				
Under 35	201	21.5	188	19.8
35 to 44	313	33.4	327	34.5
45 to 54	252	26.9	268	28.2
55 to 64	150	16.0	148	15.6
65 and over	17	1.8	18	1.9
Not ascertained	3	.3		
Total	936	100.0	949	100.0

TABLE 28.—VA DENTISTS BY LEVEL OF RESPONSIBILITY

Category	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Supervisory positions:				
VA Central Office	12	1.3	11	1.2
Health care facilities:				
Service chiefs	167	18.6	168	18.4
All other supervisory positions	78	8.7	82	9.0
Subtotal	245	27.3	250	27.4
Total	257	28.6	261	28.6
Nonsupervisory positions: Health care facilities	642	71.4	652	71.4
Total	899	100.0	913	100.0
Part time:				
Supervisory positions: VA Central Office	1	2.7	1	2.8
Nonsupervisory positions: Health care facilities	36	97.3	35	97.2
Total	37	100.0	36	100.0
All dentists:				
Supervisory positions:				
VA Central Office	13	1.4	12	1.3
Health care facilities:				
Service chiefs	167	17.8	168	17.7
All other supervisory positions	78	8.3	82	8.6
Subtotal	245	26.2	250	26.3
Total	258	27.6	262	27.6
Nonsupervisory positions: Health care facilities	678	72.4	687	72.4
Total	936	100.0	949	100.0

TABLE 29.—VA DENTISTS BY GRADE

Grade	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
Full time:				
Associate	1	0.1		
Full	18	2.0	22	2.4
Intermediate	93	10.3	84	9.2
Senior	236	26.3	218	23.9
Chief	539	60.0	578	63.3
Executive	6	.7	5	.6
Statutory	6	.7	5	.6
Ungraded			1	.1
Total	899	100.0	913	100.0
Part time:				
Associate				
Full			1	2.8
Intermediate	6	16.2	4	11.1
Senior	11	29.7	10	27.8
Chief	19	51.4	20	55.6
Executive	1	2.7	1	2.8
Total	37	100.0	36	100.0
All dentists:				
Associate	1	.1		
Full	18	1.9	23	2.4
Intermediate	99	10.6	88	9.3
Senior	247	26.4	228	24.0
Chief	558	59.6	598	63.0
Executive	7	.7	6	.6
Statutory	6	.6	5	.5
Ungraded			1	.1
Total	936	100.0	949	100.0

TABLE 30.—FULL-TIME VA DENTIST FACULTY APPOINTMENTS BY ACADEMIC TITLE

Academic title	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
With academic appointment:				
Professor	8	0.9	7	0.8
Clinical professor	10	1.1	9	1.0
Associate professor	14	1.6	14	1.5
Associate clinical professor	19	2.1	20	2.2
Assistant professor	53	5.9	54	5.9
Assistant clinical professor	49	5.5	48	5.3
Instructor	23	2.6	24	2.6
Clinical instructor	82	9.1	82	9.0
Lecturer	8	.9	8	.9
Other	24	2.7	23	2.5
Subtotal	290	32.3	289	31.7
Without academic appointment	609	67.7	624	68.3
Total	899	100.0	913	100.0

TABLE 31.—PART-TIME VA DENTIST FACULTY APPOINTMENTS BY ACADEMIC TITLE

Academic title	1980		1981	
	On duty at end of year	On duty as percent of total	On duty at end of year	On duty as percent of total
With academic appointment:				
Professor	2	5.4	1	2.8
Clinical professor	2	5.4	2	5.6
Associate professor	2	5.4	1	2.8
Associate clinical professor				
Assistant professor	2	5.4	1	2.8
Assistant clinical professor	2	5.4	2	5.6
Instructor	2	5.4	1	2.8
Clinical instructor			1	2.8
Lecturer				
Other				
Subtotal	12	32.4	10	27.8
Without academic appointment	25	67.6	26	72.2
Total	37	100.0	36	100.0